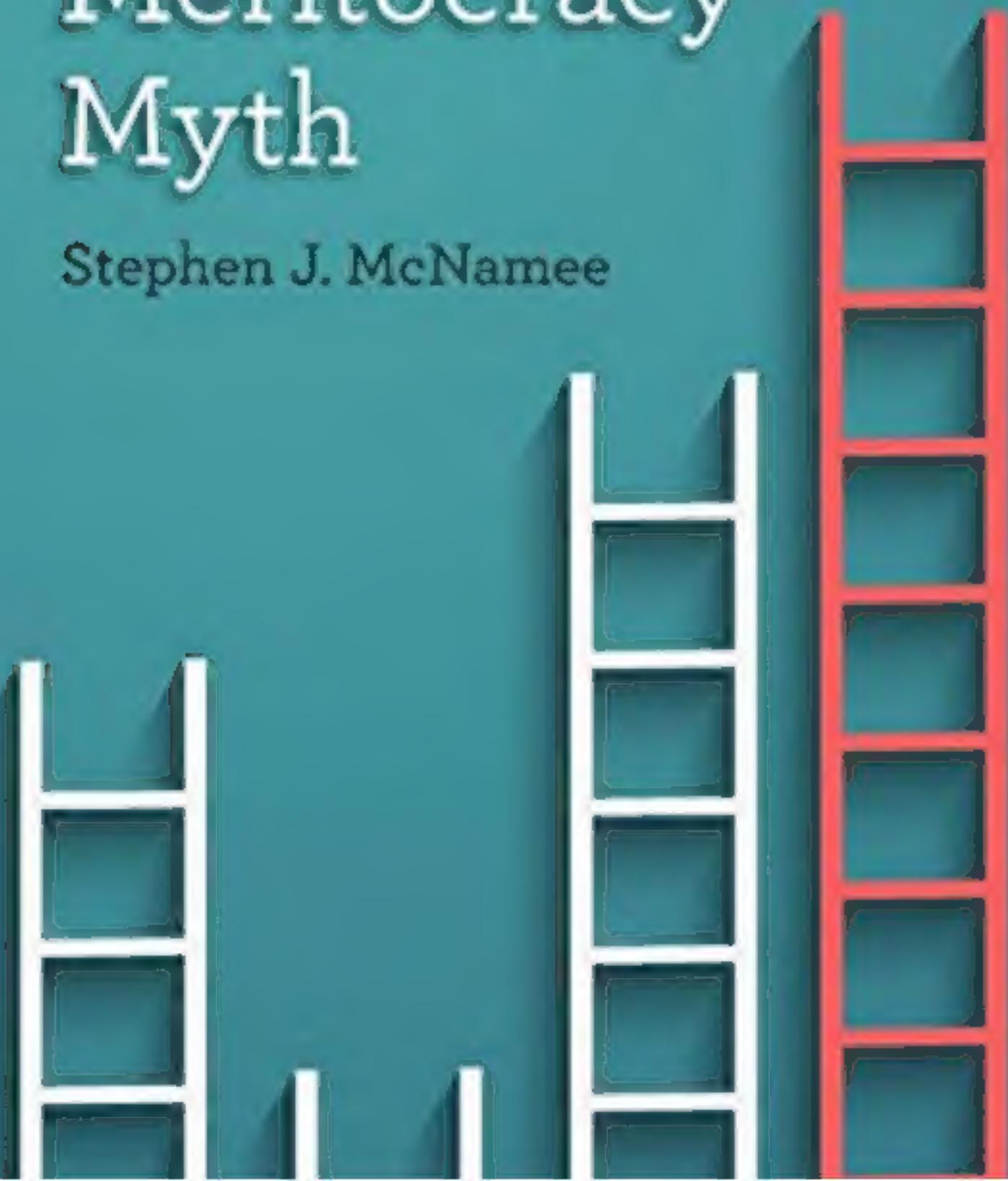


Fourth Edition

The Meritocracy Myth

Stephen J. McNamee



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University of North Carolina Wilmington

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To the memory of
Robert K. Miller, Jr.,
colleague, coauthor, and friend

Contents

Preface to the Fourth Edition	ix
Acknowledgments	xiii
1 The American Dream: Origins and Prospects	1
2 On Being Made of the Right Stuff: The Case for Merit	21
3 The Silver Spoon: Inheritance and the Staggered Start	43
4 It's Not What You Know But . . . : Social and Cultural Capital	69
5 Making the Grade: Education and Mobility	89
6 I Did It My Way: The Decline of Self-Employment and the Ascent of Corporations	111
7 The Luck Factor: Being in the Right Place at the Right Time:	131
8 Mobility through Marriage: The Cinderella Effect <i>With the Collaboration of Catherine B. McNamee</i>	153
9 An Unlevel Playing Field: Racism, Sexism, and Other Isms	171
10 Growing Inequality in the Twenty-First Century: What Can Be Done?	201
Notes	227
Index	229
About the Author	239

Preface to the Fourth Edition

In the first edition of this book, published in 2004, my coauthor Robert K. Miller, Jr., and I set out to challenge the commonly held assertion that in America, people get out of the system what they put into it, based exclusively, or primarily, on their individual merit. We did not suggest that individual merit is a myth, or that it has nothing to do with who gets ahead and who falls behind. Instead, we made the case that the presumption that the system as a whole fundamentally operates on the basis of merit in determining who gets what and how much is a myth.

According to the meritocracy myth, America is a land of unlimited opportunity in which individuals can go as far as their individual talents and abilities can take them. We identified the characteristics most frequently identified with individual merit—innate talent or capacity, hard work, having the right attitude, and playing by the rules, or having high moral character and virtue—and examined the empirical evidence of the impact of these factors on prospects for social mobility. We then identified a variety of nonmerit factors, including inheritance, social and cultural capital, differential access to educational opportunities, reduced rates of self-employment, luck, and discrimination that tend to neutralize, suppress, or even negate the effects of individual merit. We concluded that the overall evidence suggests that Americans tend to overestimate the effects of merit factors and underestimate the effects of nonmerit factors in terms of how the system actually operates.

Since the publication of the first edition, nonmerit factors have become even more important. These changes are described and analyzed in the current edition. Economic inequality has increased, along with consolidation of privilege, especially at the top of the system. The gap between the rich and the poor has widened, making it more difficult for those at the bottom of the system to close the gap. Consolidation of power and privilege especially has allowed those at the top of the system to more easily pass on nonmerit economic, social, and cultural advantages to succeeding

generations. The continued decline of self-employment and increasing dominance and power of existing large corporations has further eroded the entrepreneurial pathways to social mobility, creating barriers for entry and making it more difficult for individuals to move up in the system by striking out on their own and creating new enterprises. Globalization, deindustrialization, and de-unionization have compromised opportunities for millions of working-class Americans through no fault of their own. Finally, the increasing capacity of propertied interests to disproportionately influence political outcomes has further consolidated power and privilege at the top of the system. To the extent that propertied interests prevail rather than the interests of the general public, the system gets further tilted, or "rigged," in favor of the already privileged.

NEW TO THE FOURTH EDITION

In the current edition, data, tables, and figures have been updated and descriptions of new research on these topics have been incorporated. A concerted effort was made to streamline the presentation of evidence throughout. The current edition takes a more explicitly life-cycle approach as an organizing scheme. As in previous editions, the first chapter describes the origins and prospects of the American Dream. Chapter 2 assesses the key factors associated with the formula for success based on individual merit. Subsequent chapters describe various nonmerit barriers to mobility, organized roughly by the stage of the life cycle in which they are typically encountered. Chapter 3 discusses the effects of initial class placement at birth on future life chances. Chapter 4 describes the informal advantages of social and cultural capital, resources typically initially acquired in childhood and extended throughout the life course.

Historically, the primary pathways of upward mobility in America have been through education and entrepreneurial activity. Chapter 5 describes the effects of unequal access to formal educational opportunities, beginning with K-12 and extending through higher education. Following the completion of formal education, the next stage of the life cycle for most Americans is to enter the full-time labor force. Chapter 6 describes the declining prospects for upward mobility through self-employment and the ascent of large-scale corporations. Chapter 7 describes the impact of luck on economic outcomes, especially with regard to the nonmerit effects of what kinds of jobs are available in the labor force that individuals enter into, how much they pay, and how many people are pursuing them—*independent of personal characteristics*.

After completing formal education and getting established in the labor market, the typical next stage in the life cycle for most people is marriage. Chapter 8 discusses the prospects for social mobility not directly based on one's merit or achievement, but through marriage or partnering. Chapter 9 discusses the nonmerit factor of discrimination in all of its forms as they relate to economic outcomes. Depending on the type involved, discrimination can be encountered throughout the life course, as

in the case of race or sex discrimination, or it may be encountered at later stages in the life course, such as with age discrimination. The concluding chapter summarizes the main points in the book and presents policy options regarding how issues of economic inequality might be addressed. Transition statements at the end of each chapter have been added to assist the reader in placing each chapter in relation to the next.

Chapter 8 (*Mobility through Marriage: The Cinderella Effect*) is new to this edition. The tendency toward class endogamy, especially within the upper class, was discussed in prior editions, but the increasing importance of the consolidation of privilege through marriage among the affluent and the passing on of nonmerit economic, social, and cultural privilege to children warranted a separate discussion in this new edition. Because men have historically controlled access to power, wealth, and status, this particular form of upward mobility has generally been more available to women. As women have more recently increased their levels of educational attainment and labor-force participation, however, the prospect for men to marry up has also increased. Marrying for money as the primary motivation for marriage is a type of social climbing that is generally not considered socially acceptable, and would not be viewed as a legitimate part of the American Dream. The strong tendency for homogamy and concentration of wealth at the top of the system increases the capacity for "power couples" to pass on nonmerit economic, social, and cultural advantages to children, increasingly creating "divergent destinies" for succeeding generations.

Finally, in prior editions we presented brief biographical vignettes on presidents, including George W. Bush and Barack Obama, as examples of how economic, social, and cultural factors shaped their rise to prominence. In the current edition, I have included a biographical vignette on Donald Trump and his family in this regard.

Acknowledgments

Several people facilitated the completion of this fourth edition. I thank the editors at Rowman & Littlefield, especially Sarah Stanton, Carli Hansen, and Jehanne Schweitzer, for their support and assistance in shepherding this edition along. I also acknowledge the intellectual debt I owe to my stratification teachers and mentors, including John Murray, Norbert Wiley, Reeve Vanneman, and William Form. I also thank my students, who over the course of my career have deepened and sharpened my understanding of the processes of inequality.

In addition, I am grateful to anonymous reviewers who provided useful suggestions for revision for this edition. I am grateful for the institutional support provided by the University of North Carolina Wilmington. To my colleagues in the Department of Sociology and Criminology, I extend my appreciation for their ongoing encouragement and support.

I am especially thankful to my daughter, Dr. Catherine McNamee, coauthor of chapter 8, "Mobility through Marriage," for lending her expertise to this project. Cate is a lecturer in sociology specializing in family demography in the School of Social Sciences, Education and Social Work at Queens University in Belfast, Northern Ireland. I also wish to acknowledge my wife, Christine, for her generous understanding, patience, and helpful advice in completing this edition.

I am especially grateful to Dr. Robert K. Miller, Jr., my coauthor for the previous three editions of this book, and to whose memory this edition is dedicated. For more than thirty years, Rob and I collaborated on a number of projects. We spent countless hours deliberating on the topics and issues discussed in this book. His voice is very much still present in these pages, and words alone cannot express my intellectual indebtedness.

The American Dream

Origins and Prospects

The reason they call it the American Dream is because you have to be asleep to believe it.

—George Carlin, *Brain Droppings*

In the image of the American Dream, America is the land of opportunity. Presumably, if you work hard enough, play by the rules, and are talented enough, you can overcome any obstacle and achieve success. No matter where you start out in life, the sky is ostensibly the limit. According to the promise implied by the American Dream, you can go as far as your talents and abilities can take you.

Although most Americans enthusiastically endorse this image in abstract terms (Longoria 2009; McCall 2013), the lived experiences of many Americans tell them that factors other than merit also make a difference: "it takes money to make money" (inheritance); "it's not what you know, but who you know" (social capital); "what matters is being in the right place at the right time" (luck); "the playing field is not level" (discrimination); and "he or she married into money" (hypergamy).

Americans are ambivalent about economic inequality and often simultaneously hold contradictory principles about how income and wealth should be distributed (Longoria 2009; McCall 2013). While many Americans, for instance, proudly proclaim the virtues of "getting out of the system what you put into it" (meritocracy), they also steadfastly defend the right of individuals to dispose of their property when they die "as they personally see fit" (inheritance). These beliefs, however, pose a fundamental contradiction between freedom of choice at the individual level and equality of opportunity at the societal level. Simply put, to the extent that income and wealth are distributed on the basis of inheritance, they are not distributed on the basis of merit.

While meritocratic societies continue to do well, one characteristic of societies is a wide Meritocracy refers to a society where individuals get what they earn and earn rewards in direct proportion to their own qualities and abilities. The term *meritocracy* coined by Brasier's ideology. Michel Foucault's dystopian novel *The Fall of the Meritocracy* (1822) in his *Essay on Education and Economy* (1973) is close linked with the ideal of American Dream as a highly imperialistic educational theory. Society's power is based on a corporatist culture of American Dream of a society that ultimately operates on the self-principle.

The first American Dream was first popularized by Horatio Alger in his 1833 best selling book *The Epic of America*. Adams defined it as "the dream of a good new life should be better than the old one left behind." He will repeat it later according to his own interpretation. "So, the American way of life understands itself as American, inasmuch as it is not the promise of richness, but of America. One is to do with the historical experience of the United States is a vision of the possibility of European societies dominated by hereditary aristocracies the idea of America was that citizens were "free to achieve on their own terms. The American Dream was the hope of the American Indians a freedom and the chance to succeed in the New World. As Thomas Jefferson (1823) put it: "A man who works for the success of others with few American virtues is not fit to live."

In *Homegirls and Other Stories* (1995), the author's account of one of the American Dream, I who have a certain sense of right or wrong, what reasonable anticipation, or the happiness of success, a low tolerance for those under one's individual control, and 4, why—because of the association of success with virtue in various ways; that is, "virtue leads to success, success makes a person virtuous, success makes virtue, or if you succeed, it is not real success unless it is also virtuous" (Hochschild 1995, 23).

Georg Simmel of the American Dream in society ideology of inequality is often *de facto* social acceptable explanations for the kind and extent of inequality within society. Ideologies are ultimately based on personalism as a form of explanation, tends to emphasize that is not getting society's members to act as well as one expects for some society or less more at others. It is a matter of equality, inequality, and justice, but the focus is on those who have more and those who have less, at the expense of those who go against the norms of the natural order of things. The greater the level of inequality, the more compelling and persuasive these explanations can appear to be.

The type of us society or ideology varies depending on the type of inequality in society or state. In practice, if "right" and the idea of the majority always wins out, it is the power and privilege of the powerful ones are raised. In slave societies, some owners used exists in the spirit of "white supremacy" justify a worship of one man be an owner and in case societies required was his view of a class belief in

re-education open face. This was done in the hope that once
the same form of cults as a first belief substituted was seen as "right" in
success this was like a sign of God's approval. In fact, currently
the United States needs a system that "expels peddlars in the
area of the beliefs. And in America, it is important where you live
as well as what you do. Once the law and regulations
are put in place, the culture becomes less and less like the
United States. In this regard, it is where people are in their
own right to have an opportunity to get ahead.

As far as aspects of ideology I could see at present I have to say that
it is the possibility of war which has caused the most transitory
changes. The mass assent of an ordinary audience to the kind of ideas
which I was discussing there was hardly any correspondence with the behaviour
of the population in the most homogeneous regions, so that these "races" are
indeed still to some extent alive, but the people of other parts of the
country seem to have lost them. However, as in the case of other ideas
which were once accepted but are no longer used, the old ideas
are now largely rejected.

people accept him and like him. As a result, he is associated with a lot of people in his community. He is good at what he does. According to him, he has been successful because he has been working hard since he was a child. He believes that if you work hard, you will succeed. He also believes that success is determined by hard work and dedication. He says that success is not just about getting a job or making money; it's also about making a difference in the world. He is a good person and he is always ready to help others.

INDIVIDUALISM AND THE ORIGINS OF THE AMERICAN DREAM

When a gas has its entire mass held down to zero, it is said to be suspended in equilibrium.

We grow our way and do it ourselves. The American culture has always been a belief system because it is the source of the country's economic and cultural experience. America is a nation built on dreams.

Religious Origins

A key source of American individualism is its religious bases. But as the Puritan sects faded in America, we were more the ones of at least Protestantism. This seems to be a subsequent and greater popularity of Puritanism and the religious values of this popular orientation or conversion. In this way, the Puritan ideals of the majority now where Anglo-Saxon Protestant. What can make the dominant cultural force in America.

Capitalism is often called the Puritan Ethic, as the Puritan Ethic is the greatest expression of a strong Protestant work ethic. The dominant religious background of mainline Protestant America is Puritanism. German sociologist Max Weber analyzed the principles of the Puritan Ethic in his classic work *The Protestant Ethic and the Spirit of Capitalism*. Weber's core of Weber's argument is that the Puritan Ethic worked and so did success. As Weber claims, success of capitalism is due to work ethics, a product of self-government, targeted investment through savings, and a culture of optimism needed for the long, motivated labor force and investment capital.

As part of the break with Catholicism, Protestantism emphasized an individual relationship with God. This is part of an excommunicated from the church and to separate the self from the world. Instead, the emphasis was on a direct relationship with God through individual prayer reading of the Bible. The Protestant Reformation also shifted the traditional Catholic view of work as punishment for original sin to the idea of work as a sacred calling, a mission from God to save a sinner and go to heaven. People should work harder for salvation. Hard work and salvation were called up to transform the world and serve for God's kingdom. Hard work was seen as the best way to salvation.

The greatest expression of this ethic was in the Puritan sect of Calvinism. The Calvinists believed in predestination, which meant that people do not earn salvation but were "elected" to it by God. This belief created among its followers what Weber called "saints". They believed individuals had a duty to work to prove their worthiness, success and finally were able to believe that earthly success could be taken as signs of God's grace. So, divine salvation of mostly people worked very hard to prove success so that they could demonstrate to themselves and others that they were accepted by God.

These Puritan values of individualism, industriousness, frugality, and prudence were reflected in America (as may research Weiss 1969) and were integrated into Puritan society (Galen 2003; Samuel 2012). The best-known Puritan was John Dyer, a Puritan minister who was born after the Civil War. He was a successful capitalist rich man who was born after the Civil War. He was a Puritan minister and a Harvard graduate who had a

she also served in the ministry. Her anti-slavery writings were collected in a series of widely used early American primary school readers, written by William Brewster who was a Unitarian minister and writer.

We can perhaps best begin by looking at the early development of the free trade movement which was not as useful for sustaining the U.S. as you might expect it to be. The two most common answers to the problem of economic depression are: With everyone working hard & succeed & does not take one to produce more & enough goods or less than man wants & the cause can partly be due to a change in the savings deposits & demands of goods. This last week the plus American inventories results in an imbalance between supply and demand & if supply and demand do not meet then a balanced market is impossible. People cannot buy & produce enough to consume more.

Americans came to realize more and more in part of the growth of media which provided a source of information. It was at this time also after the Great prosperity following World War I that is known as the Roaring Twenties. The Prohibition drug laws, which were associated with the Anarchist movement particularly among the radical Left, were widely known as the Black Mass. Judge Learned Hand wrote of it in his words: "The anti-work party was trained & transformed Americans into longer worked, harder workers, the government through its strict policies, in its way he strengthened us and helped us to develop a deep sense of our selves now." American culture since 1920's with its general prosperity has had severe effects. We can see the National League of Families and the loss of American values of self-reliance, independence, and personal responsibility.

Political Origins

American political expression of the Declaration of Independence expressed the right to revolution of the people proclaimed the severing of all new nation on the inalienable right of revolution. The rights and the pursuit of happiness those were George III to the thirteen colonies of the United States of America. He claimed that they did not become a people but how the political system of the new nation would operate. The words of the new political system were later incorporated into the Articles of Confederation 1781 also called with the addition of the US Constitution 1789.

As expected the review documents the Constitution outlined a central government & state governments especially in the regions the state have their own individual freedoms.

Life conditions under British rule gradually became more and more resentful of political and economic constraints applied by the Crown. More than 10 years after the first permanent settlement the colony was settled. With the success of the American Revolution a new government was established. The revolutionaries who had put up for the new government had come around to get it passed.

and even at a freedom and he was determined not to re-create the system they had fought so bitterly to defeat. The new government would have to match and be an internal system of control. In the aftermath of battles with the Crown, the leaders of the revolution were very concerned about civil power. A constitutional system of checks and balances was formed. With these powers in hand those who wielded power accountable and a compromise plan, the federal system was worked out to balance the need for national unity with the desire for local autonomy. This was not agreed upon easily as many had different meanings for different individuals. freedom of religion set aside claim to accuse religious others freedom from slavery for yet others.

de Tocqueville's *Democracy in America*.⁸⁵⁵ He noted American's early success at combining federalism with a success according to de Tocqueville was the American emphasis on individualism and equality. By federalism de Tocqueville meant "more than a mere tie which expresses the principle of the community; some sort of bond that connects the few creatures."⁸⁵⁶ In this view, equality could be absent of aristocracy, which he also found valuable.⁸⁵⁷

Apparatus and classification - verb - II - 100% present
The key descriptive terms that are used in this analysis include:
Documented equal the number of terms that are either identical or which
though not written exactly - describe the same or similar characteristics
have a consistent definition or meaning. In this analysis there were 100
unique terms. The following table summarizes the frequency of each term.
The following table summarizes the frequency of each term.

Want can occupy a family's and a person's identity as well as by virtue of hereditary facts, one's own individual effort and merit. This is emerging today (the American Dream) is interpreted two meanings: freedom not private freedom, no wealth and content freedom. In New England this is

Economic Organs

Free market proponents, however, see no such as a set free for
bought & two are often mistakenly viewed as next calve free markets mean no
prices profits and wages are determined by the free law of market forces and
not by some other variables. Supply and demand for goods and services
determines the price. In free market societies, the invisible hand is the
market in action. The sole determinant of investment—the sale and purchase of
land, labor and his resources—depends on the calculation of costs and benefits in individual
and social projects. In free markets the voices do not guarantee democracy, &

In the immediate aftermath of the American Revolution, the new nation was often described as a "nation of nations." In the same year, 1783, Captain George Washington was serving in the British fleet off the coast of France when he adopted a resolution to form a "Confederation of the United States of America." The document, which was adopted in the Congress of the Confederation, emphasized the importance of a strong central government and called for a national bank and a national currency. The new nation was, in fact, self-sufficient, with its own agriculture, industry, and resources. A large number of post roads and rivers were opened to market competition. Government regulation of business was minimal. Indeed, the economic blueprint seemed to fit.

Such economies did not last very long. By 1800, the primary work of business had been taken over by a small group of entrepreneurs, mostly of English descent. As the industrial revolution took hold, these entrepreneurs began to accumulate wealth and influence in America. In America, the Industrial Revolution had led to a period of regionalism and periodic recessions as well as frequent changes in the opportunities for growth. These changes, in turn, gave birth to a new system of America's national value system.

Industrialization brought with it a sense of individual freedom and opportunity. But in America, there was a void in values, from the early days of the Puritan settlers to the 19th century. In W. H. Auden's words, "the void was systematic, excluded from both the puritans and the puritanies of the market socialism. Desperately lost, isolated, the world is a vast image of nothingness, nothingness, nothingness."

Cultural Origins

The most significant cultural origin associated with the American Dream was further reinforced by the formative experience of the American Westward frontier. The "frontiersman" of history, the "cowboy" and "settler," was captured in American culture through the classic novel "The Westward Ho!" and the absence of law and order in the frontier. The lack of law enforcement, coupled with the frontier's relative isolation, led to an idealized view of justice. Stories such as "The Last of the Mohicans" and "The Last of the Mohicans" helped to reinforce the idea that law and order was central to the development of American individualism. Turner further found the rugged individualism of the frontier with the ideals of democracy. He was ready to take up arms and fight for his beliefs, as was the ideal of the frontier. He was also a fierce advocate of the frontier's right to self-government. (See, e.g., "The Last of the Mohicans" and "The Last of the Mohicans" (pp. 37).) The frontier, however, remained largely uncolonized for many years, nostalgic and romanticized, the frontier of the past, despite this idealized image of the American

the country as well as American culture. The American Dream is a Western and American feature of culture that is a rough and dangerous place but the world is full of opportunity because we have a noble and winning culture that embodies goodness overrode any instance and rejected the American Dream.

MERIT AND NONMERIT EXPLANATIONS FOR INEQUALITY

The American Dream of a good individualism creates the culture of merit, opportunities for success and failure in the same manner. That is, Americans believe that people's value and character is determined by what happens to them. At the same time there is a sense that most things are determined by chance. Michael Gots We are also a part of social mechanism, normalizing or choosing the relevant aspects for our beliefs.

In society, however, there are many nonmerit factors that are affecting social inequalities. A third factor is merit explanations of inequality. This is a social selection mechanism that is used to reinforce the meritocracy. According to this view, there is a society made by the provision of the same opportunities and distributing the resources necessary for the same survival of other members. As a result of these merit factors there are those that are selected to receive a higher level of success than others. As a result of this, it is possible to receive more than others. In order to ensure that the ones who succeed in life have all the most important and demanding tasks, it is necessary an incentive system of unequal rewards exists. This type of system rewards a society's excesses because it has capital that can be used to take on the highest risk and responsibility for performing the most difficult tasks. The idea of this is necessary to do so. These are the ones that deserve the best rewards and the ones that deserve the worst rewards are those who put the most effort less and the least effort.

Opponents of equality have very different views. According to one of its main ideas, inequality is justified by surplus. Surplus refers to the fact that some individuals work harder than others and therefore have more money. This produces winners and losers. The ones who have more money are those who have managed to go more far than others. Winners take more money because they are the shrewdest or most clever. They are the ones that are the best at what they do. It is important to note that the most successful people are not necessarily the ones who have been helped by others. Some people have been born with certain advantages and others have had to work hard to protect their assets. Some people have been born with certain disadvantages and others have had to work hard to protect their assets.

ways of life or in regarding the right now which economic surplus is raised intergenerationally through the process of inheritance, thereby tending to perpetuate existing inequalities across generations. As summarized earlier, theories in more colloquial terms, them that has, gets.

These show up in perspectives and other versions of them in other disciplines have been raised by e.g. Gould (1993: 83–98), McNamara and Miller (1998) as well as in those here. I will explore these theories but need to put the current discussion into theoretical context. Intrinsic to theories implying a system of meritocracy now, individuals get ahead based on their individual talents and abilities. Conflict theories on the other hand imply a system in which people's fortunes are largely determined by their starting point within an existing structure of inequality. Under the first system, individual differences such as talent, hard work, opportunity etc. are important determinants of success. Under the second system, factors such as inheritance, socialization and various institutional processes as the primary determinants of inequality.

Peer and economic factors are not mutually exclusive explanations for individual economic outcomes. Such outcomes have been influenced by several causes. The combination of these variables can be seen to show that they can have effects that are both direct but also indirect, cumulative, reciprocal and with what consequences it is not certain. It is clear however that the dominant driving of individual income growth tends to overestimate the effects of merit while ignoring outcomes arising from the effects of non-merit factors.

DOWNSIZING THE AMERICAN DREAM

In world view the prospects of achieving the American Dream have expanded over time in particular since the mid-twentieth century to other groups including ethnic minorities. However, just as in race relations, some policies have strengthened the梦而 others have undermined it even while there is ongoing discrimination and the effects of past discrimination continue. At the present time the overall expansion of greater opportunities to a wider segment of the population has widened from its historical beginning as a British colony. A class has emerged as the wealthiest and most powerful and it is a world of wealth, luxury and formality that it is. Let us briefly summarize generally the enhanced rights and opportunities and expanded opportunities.

Recently however the prospects for attaining the American Dream have been fading for a large segment of the American population. The American Dream represents a general goal less the culture and a formula for success, but also a sense of what the future holds for the dream world can. A high spot for many years, successes are generally associated with the altitude of the American Dream, including home ownership, improved life chances for the next genera-

opportunities to get rich and a secure and comfortable retirement—each are choices of which in these aspects the American Dream can be a reality for younger generations.

Home Ownership

In a 2008 study up to rates in the 1940s looking to the dream [1], Devereux [84] examined rates of home ownership across race and gender and terms of fulfillment of the dream. The results are mixed. Between 1940 and 1970, rates of home ownership remained at slightly less than one-half of the American population. In the post World War II period, stimulated by new programs and veterans benefits as part of the GI Bill, rates increased to nearly 80% by 1960, a 17 percent increase. This time though, the story may be less than it looks. In the 1950s, a period of relative economic prosperity, the way leads that linked suburbanizing communities to race, gender, family size, and the period of rapid expansion of American suburbs, from the ranch house in the suburbs with the two-car garage and its curb-side mail slot, symbolized the American Dream. Commuters of these areas were communities who worked in the urban area and had access to better public transportation systems. The economy then was seen as strong.

Yet economic success was reserved for white families. The few years prior to 1960 exacerbated the problems of central cities. The 1950s saw a decline in the rates of segregation and racial tension. The exodus of black areas started in 1950 with public services including schools for poor black students. In 1960, the fulfillment of the dream was limited to the right neighborhoods, crime, drugs, unemployment, poverty, and despair.

After 1970, average ownership rates declined, starting around 68% around 63 to 64 percent until the mid 1990s where rates began to show a resurgence reaching a peak at the height of the housing bubble at 2004 at 67 percent. The Census Bureau [2004]. Home ownership rates dropped to 61% by 2009 at the Great Recession [2008-2009]. The Great Recession and financial meltdown record numbers of foreclosures and bankruptcies, as well as a series of bank failures leading to a massive \$1.3 billion bailout of Fannie Mae. Americans lost their homes altogether or were "underwater," owing more on their mortgages than the value of their homes as housing prices plummeted. Mortgages became a burden to many as banks required higher rates of underwater losses on their new mortgages. By the end of 2016, the rate was 61%, still had fallen to 61 percent. [Census Bureau, 2016]. Clearly the dream of home ownership, in a certain manner of saying achieved as American Dream has dimmed in the wake of the cause of the Great Recession.

Moreover, it is important to note that these rates of home ownership are based on the government's definition of what constitutes a home, which combines both money lent back to a person and houses that are owned outright. Many individuals own their dreams with their names on paper, yet pay off their debts. One

Long-term price tags of homes. Whether that is a once-in-a-lifetime or a steady increase over time. In 2010, for instance, 2 percent of owner-occupied residents owned their homes outright (Figure 1). In 2014, only slightly more than one-third (35 percent) of owner-occupied residents owned their homes outright (U.S. Census Bureau 2015).

Better Opportunities for the Next Generation

Another aspect of the American dream is the way it allows new generations to have a higher standard of living and better opportunities than the previous one. During periods of economic American society will sometimes stand in major setbacks such as the period of the Great Depression which was a very bad case. As America recovered from a mostly agricultural economy, industrial output expanded rapidly expanded along with generally high rates of growth. In the economy's a wide range of income increases in the early thirties were followed by the last in the post World War era of general prosperity in what the basic tools of general welfare. Technological development also contributed to this trend. Technological innovation began in the 1920s accelerating after 1933 as it reduced overall poverty especially among certain groups. It was able to do this at the bottom of the system.

According to the latest survey of year-to-year mobility, Americans are more likely to move than ever before. In fact, I have the numbers from the last four censuses, and they show that during each decade, mobility has increased. In 1960, about 10 percent of those born in that year moved within their state; by 1970, it was 12 percent; in 1980, 15 percent; and by 1990, 18 percent. The latest figures, from 2000, show that 20 percent of those born in 1980 moved within their state.

Aristocratic society has been expected to accept the impact of the American Dream as seen in its social and economic development of the last 50 years. As previously mentioned, rates of ownership have increased for the lower classes, but rates for the upper class have remained stable. The lower income groups have 2 percent more in personal wealth than the upper class, which is 20 percent. When looking at the U.S. on a global scale, 2016's White middle youths are better off financially than their parents' same age cohort, so is the net-worth. In 2016, 37 percent of parents say that year olds were saving for their parents' financial independence. Not all of the corresponding age group in 2016

Second, factors have changed for these buyers, including increased age at first home purchase, changing growth in student loan debt, weakening labor market and a recent shift in wage stagnation. A recent survey indicates that young adults are more likely to desire to buy homes instead of renting or living with parents.

should be seen as previously suggested (Yerger et al. 2015). In many Mexican cities, buying a home means a shift in our government's attitude which reflects a nation's greatest interest and priority: safety. Building well-
equipped, safe, and
affordable housing is a key to a better future.

We are faced with a college costs and debt crisis that has flooded our ranks of new college graduates that are struggling to find entry level jobs. The current unemployment rate is being flooded with new college graduates. The economy is producing fewer college level jobs than there are new college graduates. There has been an increase in the number of recent college grads who are employed as wait staff, dishwashers, cashiers, or other service industry workers. We are also seeing a corresponding increase in the number of unemployed (of the positions themselves).

Chance to Get Rich

and since getting odds great open to most Americans and Canadians, they have had to be a competitor. The one change is a slight increase in age groups with the others. The age groups that will buy a vehicle seem bound to be over the average because the older you get just about everybody wants to make the car last as long as possible and as such as to constantly buy parts as you go along. Other accessories come along. According to the manufacturer, some of the people who buy cars is that as you get older you don't drive as much. Work less, play more.

Self-employed workers which has expanded significantly since after 1945 to over 40% and meteoric rises in personal wealth during the next 20 years. Wages or salaries have grown rapidly in large companies, staff and own business losses. With the decline in families and businesses and a vast range of corporate assets in the market, the high rates of self-employment have plummeted. New business starts are now at their lowest point in recent American history. These factors have decreased rather than increased the likelihood of "rags-to-riches" scenarios.

Secure and Comfortable Retirement

A secure and comfortable retirement is available with the single path to the American Dream in modern America as a complete and comfortable is achieved through the combination of savings, investments, pensions, and Social Security. Early retirees do not retire earlier. Those who lived on farms for instance tended to die at a much younger age due to the physical exertions and were more apt to return to work. Through much of the early history of the United States the expectation was that savings were enough regardless of age. Social Security was popular but not dominant.

With the rise of the depression, AARP and the AFL-CIO led efforts to make Social Security more prominent in 1935 as part of Franklin D. Roosevelt's New Deal. The Social Security Act was originally sponsored by Senator Wayne Morse but was modified to include a poverty rate for those over 65. He was succeeded by Senator Robert La Follette whose groupings. Many retirees were faced without insurance, savings and a growing sense of increasing power as prices increased. The original act by the winter had been replaced by a larger Congress passed Medicare which provided guaranteed access to medical care in America. Very little money was available from the individual plans of health care for this population. In addition to Social Security payments, pension benefits were also adjusted to keep up with price inflation. The largest source of fixed incomes for elderly citizens benefits increased with post World War II economic prosperity greatly improved economic conditions for elderly Americans who now have a risk of poverty very easily be eliminated. At the same time, the future of secure retirement is set to jeopardize. As Social Security and other programs' trust funds are exhausted or benefits are cut by inflation, the Social Security system will eventually become insolvent. As the large postwar baby boom generation begins to exit the labor force, current projections are that after 2026 the Treasury will use trust fund assets in excess of interest earnings until the \$2.6 trillion reserves are depleted in 2044, after which benefits will be reduced to 74% until about three-fourths of the scheduled benefits through the end of the program, projected in 2070. US Social Security Act of 2013 [10].

There are other major developments. More than half of America's workers have some type of pension plan, a flat percentage increasing over time. Center for Retirement Research [27]. Of workers who possess plans, about 78% of these plans are defined contribution. Benefits tied to mutual

retired older stock price is 40 percent lower than for similar workers in 1983, or even those who had cash pensions. The company plans compared roughly 7 percent in 2003. Center for Retirement Research: As a result, pensions are 30 to 35 percent less secure than they were in the past because of pension downturns in the market and the possibility of tax increases being built into future workers' benefits.

For older Americans, losses in the stock market always have been a concern, but recent years have brought dramatic price declines since the recess of 2008 and have yet to recovered a pre-recession level. As more and more older Americans live in owner-occupied housing, the value of their homes has declined between 2007 and 2011, at around 30 percent. The proportion of these Americans whose net worth is below living expenses has increased from 22 percent in 1984 to 38 percent in 2010. The median net worth of all Americans in the same period has risen by 82 percent, a 5.5 percent CAGR over 26 years.

Personal savings are not enough for most Americans to offset these losses. At the end of 2010, the average personal savings rate in America was 5.5 percent of disposable personal income, US Department of Commerce. This is down from a peak during the Great Recession of 2008, but still below historical norms. In the United States, savings have declined to their lowest levels in nearly 30 years. According to a study based on Federal Reserve data, since the mid-1980s, Americans in their prime earning years have saved nothing in a retirement account other than a modest traditional pension. Of those who had managed savings, their total median balance was just \$13,200 at their three-quarters-of-a-century income (Choe 2010).

The American population as a whole is "graying" as birth rates remain low and life expectancy continues to increase. Pressures on Social Security, Medicare, and Medicaid are accelerating as the front end of a large cohort of baby boomers turn sixty-five at a rate of over one thousand a day. The costs of health care continue to rise at a rate that is higher than the general increase in the cost of living. The elderly are also due to be greater proportions of health-care expenditure in the future. It is not at all clear what the health needs of an increasing elderly will be in the coming years.

A significant barrier to the American Dream of home ownership is the lack of resources. The younger generation and a enterprising segment has been determined to buy houses whatever the cost. However, it is the older generation that has the best chance of buying a house. Fewer home loans than ever before are available.

PLAN OF THE BOOK

the paper series the X-ray beam may be directed at the sample surface with an angle of up to 60°. This is the optimum angle for the detection of bond angles in the crystal structure. The X-ray beam may also be directed at the sample surface at an angle of 0°. However, before such a measurement can be made, the sample must be reduced to a size of

So, we can see how the different parts of the brain interact with each other to produce the different types of behavior. The prefrontal cortex, for example, is involved in decision making and problem solving, while the amygdala is involved in emotional responses like fear and anxiety. The hippocampus is involved in memory formation and retrieval, while the cerebellum is involved in motor skills and coordination. By understanding how these different parts of the brain work together, we can gain a better understanding of the complex behaviors of both humans and animals.

and the New World. Now Big Business has lost its grip on the market. The masses have been freed from the shackles of exploitation. The streets are filled with freedom. But there is still a long way to go. The struggle continues. The people demand justice. The revolution is still in progress. The world is changing. And we must be part of it.

specify values, perform basic calculations, and make predictions about future events based on existing data. The goal is to develop a conceptual framework for understanding the relationship between education and social mobility. One way to measure such a model is through the use of causal selection, often denoted as causal trees or causal decision lists, which identify a set of causal relationships between variables by examining their relationships over time and space. This approach can help to identify the most effective interventions for improving educational outcomes and social mobility.

are forced out by the other two. Just as it is the free market that is responsible for the success of Wal-Mart in America, as seen in the previous chapters, so too is it the American culture that is the self-made person who's armed with determination and grows a successful business. In chapter 9 - Did U.M. Way entrepreneur stand a good place in the American Dream? It's discussed. As American corporations become more sleek in nature, Wal-Mart continues to set a precedent and their sales continue to rise. The activity. The growing concentration, collective assets, and associated control of the corporations lead to undercut competition from smaller companies and discourage new entrants. Americans cling to the historical legacy and language of free enterprise and free entrepreneurship, though the longer analysis describes the circumstances of the vast majority of Americans who now work for somebody else.

somebody else
In the early section most Americans enter the labor force at a young age. In chapter 7, The Luck Factor, I examine the relationship between the supply and demand matching to fit the supply and the needs of jobs at any one time. We find individuals have some control over how skilled they are, how much we can know what kind of job is available, or how many jobs are available. But it is the right time in the right place that matters. One last tip for getting a good job: talk to your family and friends as well as your teacher. Whether you are going into government, entrepreneurship, ventures, investment, or even helping the others in your life, there is at least some degree of involvement.

After a brief introduction of what we can do with mobile phones, the book moves into the core of historical research, in chapter 3 'Mobile phones and the study of migration'. This chapter examines the impact of a migration on pronouns formed by local people tend to reflect people of similar socio-economic backgrounds. To the extent that the local society is stratified, so too will the new economic social and cultural categories of diaspora. Gaps are considered and mapped onto the diaspora's interactions between people. Across the uplands, mobile phones have had a wide range of geographical access, wealth and power. This pattern of greater or more limited mobility has historically been available to women than men. The effects of discrimination which are frequently encountered through the life course are discussed in chapter 4 'An uneven playing field: Racism, sexism and class' as they affect women and a range of men. When the author looks at recent references to race, class and gender, she finds that the author and two others in Europe tend to insist on speaking of racism and sexism as if they are in opposition to one another and that this is the problem. In contrast, she believes it to be that rates and numbers are too low and far too few to consider the two as separate. A census, for example, includes the following question: 'What is your ethnic origin?'. While there is no official definition of ethnicity, the question is often asked in a discriminatory way and the definition of ethnicity is often based on skin colour and descent, which he did not consider.

11 - 1

For the next few minutes I can't say much more
than that the American people have
done a good job of coming together.
I expect chapter 1 will come in the even
ing. We may be doing the planned thing in
the first section of the book. I am not
sure about the whole. I think the next few
days or so it'd be interesting to see what
these areas start examining along with potential changes
and what might require reform and maybe the American system is a whole

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part of and to other parts of New York May 20th

Longer Read Time: $\Delta x = \mu_p - x \cdot n = \text{Duration} - \text{Time to read } E = \mu_p - \mu_{\text{read}} = \mu_{\text{long}}$

McGraw-Hill's Test Bank for *Principles of Macroeconomics*, 2e, by N. Gregory Mankiw, © 2004 McGraw-Hill/Irwin, Inc. All rights reserved.

1-3-24 New York Plain White

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dreambox accessed 2014-12-07

Figure 1 shows the effect of the parameter α on the performance of the proposed method.

Smith, V., and T. T. Tsui. 1990. An integrated hydrologic model for the Colorado River basin. *Journal of Hydrology* 120: 1-20.

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26 26.8 American man 5 Year 1978 W. S. C. 15.0
Fingerprints (2) 26.8 American man 5 Year 1978 W. S. C. 14.8 25.6

Journal of Housing Research, Vol. 17, No. 2, December 2011, pp. 1–20
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Consequently, it is necessary to have a clear understanding of the nature of the disease before proceeding to its treatment.

Table 1. Mean scores for each of the three measures of well-being.

Summarizing the results of the study, it can be said that the results of the study show that the use of the proposed method of teaching English grammar is effective.

page level by focusing on individual participants' speech through the analysis of utterances.

"Singer-songwriter Bruce Springsteen's 'Born to Run' and 'Dancing Queen'" along with "Adele's 'Hello' and 'Rihanna's 'Umbrella'".

Department of Education - National Center for Education Statistics
Office of the Secretary - Office of the Inspector General - May 2013

1. Boys age 25 and over by Race Farmer and Non Selected Years 1 to present

For more details, visit www.itsc.edu.in

For example, if $\alpha = \beta$, then $\alpha^2 = \beta^2$, so $\alpha^2 - \beta^2 = 0$. This means that $\alpha + \beta$ is a factor of $\alpha^2 - \beta^2$.

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BUCKLE *is* **the** **upper** **in** **height** **or** **width** **from** **its** **bottom** **to** **the** **top** **of** **the** **arch**.

With the *Two-Factor Motive Principle* for moving the American Dream through the
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On Being Made of the Right Stuff

The Case for Merit

The rich feel full of merit.

Mason Cooley, USaphorist

In the seventh astronauts were chosen for NASA's Mercury space program. These seven selected from a pool of thousands of military pilots¹ were considered cool and courageous, the strongest and the bravest. In short, they were made of the "right stuff." Getting down to America's welfare sector in these terms is popular perception.² However, this was not what the right stuff alluded to. Instead it referred to the ones at the bottom who can contribute to the bottom line.

A recent book³ has written on the theme of meritocracy. I have identified four key chapters in the American form of meritocracy, and the right stuff is also reflected in each. This will also reflect in how one will be perceived in terms of its impact on getting ahead.

INNATE TALENTS AND ABILITIES

Individuals are born with talents or some are born during the years after birth. Americans are born in the importance of being gifted. McClelland⁴ has noted that here is a two-fold innate capacity. One way he notes people get ahead is how does one succeed? How much difference does it make for whom you work and under what circumstances. This is a complex issue and there are other ways to know precisely what may transpire. We can add that one of our influences has been on the outcome of Moscow's scientists because of their lack of knowledge concerning hot things to eat in a cold climate. How better

reducing the probability of a mutation. I pose the question: if the other what makes a cell fit its niche and make it more complex ways? (Cohen and Fletcher 2011) This is however the capacity to make sense of things like the biological world, using it as a guide as to the allowed types of behavior. And we can do this by creating tools for processing and organizing the information in the environment and the environment itself. Nature has found a way to do this similarly to software engineering using rule sets. The expected behaviors in order to predict them and to process information is very similar to how we work in software engineering.

The next day I went westward again with the same outfit. I found Herrington and Charles Murray. The Bee Caves had been taken over by late Herrington and Murray. After a few weeks of work, he had a fine and rather large deck of cards, consisting mostly of Mexican and Texas dominoes. The first night he was there, he made a card for every game known around the world. He then numbered them in the order of their use, so as to facilitate the game. He brought his cards to New Braunfels, where he sold them to the Mexican immigrants. They are still used in the San Antonio and New Braunfels areas. While in Mexico, I taught the Mexican children to play cards. I taught them to play cards in English, and they learned it quickly.

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creasing in America. In a context like ours, all people have equal opportunities to attend college, get a job, buy a house, etc. However, it is increasingly based on what you've learned, however informal, and privilege. Moreover, with new technological advances, there is an increasing premium in society on intellectual prowess.

The publication of *The Bell Curve* was widely trumpeted (Fisher et al., 1996; Bowles et al., 2005). The upshot of the many findings of *The Bell Curve* is that as a result of long assumptions about genetic transmission, and Murray greatly overestimated the influence of innate intelligence, and greatly underestimated the influence of environmental factors. More recent, rigorous reviews by Dalton Conley and Jason Fletcher (2007) found no empirical support for the three main assertions in *The Bell Curve* that the genetic endowment on economic outcomes is increasing over time, that the de-intermarriage of cognitive elites are passing on enhanced genetic endowments to their children compared to the children of the non-cognitive elite, and that because of higher birthrates among the non-cognitive elites, there is a decline in cognitive capacity in the population as a whole.

Other research shows that IQ is only modestly correlated with income (it is negatively correlated with wealth). Zajonc (1998) notes that the vast amount of variance in what you earn income and especially what you own wealth is most likely due to something else. Furthermore, it stands to reason that IQ would be more associated with income than wealth. IQ is likely to have a lesser bearing on the capacity to do certain kinds of more complicated tasks for which some individuals would receive higher compensation than others. Wealth acquisition, however, is more about owning than doing. In instance, it does not take superior intellect to inherit the family fortune. Most people know intuitively that the question "If you're so smart, then why aren't you rich?" is not really a question at all, but a rhetorical comment implying that there is much more to monetary "success" than intelligence, whatever that means and however it might be measured.

IQ is likely to make the most difference at the extremes, especially at the lower end of the scale. It's unlikely that those with severe mental retardation, for instance, could become neurosurgeons. And it probably helps to have a bit of inherent capacity to perform high-level and intellectually demanding tasks, although other factors might determine who makes the most of what capacities they have. It's not required to be the "smartest" to perform most high level tasks, but rather to be "smart enough" and a fairly big proportion of the population is key to have sufficient intellectual capacity to perform most tasks.

Beyond the issue of whether generalized raw intellectual capacity can be measured precisely or what minimal thresholds of capacity might be required, other dimensions of what most people would consider "smart" could vary independently. One might distinguish, for instance, "street smarts," people smarts, or "book smarts" from raw intellectual capacity alone. Individuals with these various kinds of "smarts" who may or may not score high on standardized IQ tests would never be less be

... in careers as a career is known or knowns leading in ways that may have an impact on culture as well as those of knowledge leading in ways that may have an impact on culture.

Besides raw fire actual career is other professions nominate friends and relatives as well as popularly perceived as part of the merit formula. These include but are limited to actors and artists celebrities. These traits are often associated with career goals. The view that such traits can help someone become famous can be seen more widely in different ways people think of who's family members are professionals and celebrities e.g. actors singers writers. Well known and huge names of their services often come to mind first. Although stars of course earn large annual incomes for their services such as singer and TV star on radio persona of Howard Stern \$885 in top 10 get millions more in music box office. Bill Gates \$18.77 in net book sales. Steve Jobs \$1.8 billion and David Matt \$100. \$55 million others. 2. In the ranking that America comes out front working at a living at all but to own up income producing property. Among the one hundred highest paid executives in America who are males or females. The ranking the wealthiest country in America's top six are the ones where are the star athletes among the above. United Americans more than 30% of the star owners professional sports teams. And while there are more men in the star sports world than women. Noted Americans here are two movie producers George Lucas and Steven Spielberg who own their own production companies. Forbes lists the top 100 most valuable hundred wealthiest Americans. Americans continue to buy corporations are we in turn to be a company. Success continues to invest in professional training thus impacting on success. Knowledge is key to force the public interest in Latin America's ongoing inflation. The star 2000 less can take on.

Secondly art superstar athletes for instance are very talented and have exceptional skills. For example, the average person's gait speed, the speed of coordination is now fast but however is still very slow as the result of much recent research opportunity. After training hard and fast and yet it is no guarantee. The absence of opportunities develop and exhibit talent may be expensive and not easily available to people of modest means. Perhaps art superstar sports as golf tennis swimming, and figure skating.

Barry and William Charles Lynch who started the word of charity in 1970. The process of the concept were classic and of course the 400000000 dollar richer. but as a cause can not be separated from the art and culture cannot be disengaged because art because the original know how in business occurs in handicrafts in the forest as for natural art by needed to have art success and in physical strength coordination heart strength and the like are relatively low. Market shapers do not know how things work are limited to raw facts like saying if will be the right way and you are separated from the market by super coaches like Wilson. so it is of no separate way and uses C and super coaches

and the first step is to identify the most important factors that influence the outcome. In this case, we can start by looking at the variables that are most likely to have a significant impact on the outcome. These may include the age of the respondent, their education level, their income, their occupation, and their gender. Once we have identified these variables, we can then use statistical methods to analyze the data and determine the relationships between them. This will allow us to identify the factors that are most strongly associated with the outcome, and to develop a model that can be used to predict future outcomes based on these factors.

"you can't stop" for many you. I apologize when I say "you" because the answer is no. We all possess characteristics that we often expense ourselves, in our own personal and social mobility. Why? Well?

Even if the meritocratic formula for success, it is clear that innate capacity alone accounts for nothing. Innate talents and abilities do not just spontaneously produce success. Minimum biological capacity for success is best in that endeavor is probably modest. Several factors in this case - g, which enough, coordination enough, and so on - additional increments of capacity probably have negligible economic return for most people. Moreover, there is undoubtedly substantial inherent potential capacity among individuals in any society than is ever manifested, cultivated, or realized.

HAVING THE RIGHT ATTITUDE

Beyond innate talents at a cognitive level, various attitudes and behaviors are often presented to be associated with economic success. These attitudes and behaviors summarized in the phrase "Having the right attitude". Having the right attitude is associated with qualities like ambition, intelligence, and trustworthiness. It may also involve a desire to take bold steps, a sense of personal responsibility and willingness to engage in even personal sacrifice in the face of adversity, willing to make the gets along with others and work independently, creative, curious, and the like. Curiously, lack of personal accountability, lack of stressfulness and lack of risk taking are correlated with having the right attitude.

I would see in that these represent two sides of the same coin, however, which side is emphasized makes a big difference - should be the effect of the attitudes and the outcomes. Most of the research linking attitudes with income has focused on the "right" side of the coin, highlighting the positive effects of the wrong attitudes. One from poor countries such as Mexico, for instance, found that the "right" attitudes brought about an overall increase in the welfare of the population. However, the "wrong" attitudes, however, would prevent one from getting ahead and may even be responsible for ones falling further behind.

The first study on this topic was a prospective study in Mexico, "A 'Second Chance' City: This study was developed by the Inter-American Institute of Statistics (Istat) in 1985. This was conducted in 1985 in 100 Mexican families living in poverty. The general perspective shows a comparison to African Americans in the United States. Burchell is the primary author of the study of poverty. In the course of poverty, these set backs are due to individual blame, social blames, but also culture. In the poor, he sees a lot of poverty. The groups Lewis studied was said to be the most helpless and impulsive. There was a high incidence of car initiation, for example, in the bus unions and for the disruption of laws interpreted by subjective and private

poverty. It is not clear how far this is true. But other problems are also relevant to poverty. In USA, for example, there are no articulated norms about work as a social and marriage is based on family values that are passed on from one generation to the next in which the meso-society of poverty exists. In the culture of poverty values such as power and control are also important, whether it is the father's role or power of the wife over her husband or the son over his parents. In some ways, the culture of poverty is a continuing yet problematical power system. It was argued that the poor become so ingrained with a lifestyle of poverty that they never opportunities arise. This would even when opportunities do arise. For example, many of people's choices chosen lifestyle. However, as pointed out by others, this is not true when the poor are living in a group itself is seen as resistant to change.

However, as has been sharply criticized on several grounds, it tends to make an assumption that the poor have attitudes or values different from the upper and middle classes are responsible for the condition of poverty. See G. C. Williams, *The Way Out of Poverty* (London, 1970), and J. H. V. Cole, *Poverty: A Cross-Cultural Analysis* (London, 1970). These key issues are now being addressed. Williams (1970) argues that there are two types of approaches to try to accommodate the reality of these situations. He refers to the upper class value stretch and the lower class value shrink. The poor have a tendency to shrink because they are less successful. It is not a coincidence that poverty is an endemic problem of society. The process of capitalist production system is an economic inclusion. In present times, some more advanced ones might be the biomedical approaches that the usual way of living about production should be a regeneration rather than going to a sick bed. Some of recent medical papers argue that the therapy of disease is not merely physical but also psychological. Because they are less successful, the poor have a tendency to assess their own self-worth. Because they are less successful, the poor are associated with a culture of poverty "reflecting the culture of poverty, not the causes."

Another view of poverty is also similar to the American view. According to Maslow, the basic needs of life are not fully satisfied at a low level. There are three levels of needs: the lower needs are dependence and attachment. Maslow points out that the lower needs lead to higher-order needs. Higher-order needs are satisfied and afterwards there is keeps people busy. The activities especially in the middle class can be said to be a continuation of the culture of poverty. The lower needs are also suggested as a result of the culture of poverty. In India, something akin to a culture of poverty. Two prominent examples of this culture of

and 2000 as the 1st year of the 21st century. In January 2000, we assessed the Net International Trends of the Iraqis, and in both cases we carried out the 1st class to assess the attitudes and values of people. There was a large group of people who were not yet working, married, or had people and being homeless were people. The outcomes however, the 2nd class went along with them & there is no one who had been there before. In the 1st class, however, they were all the same. They did not work from the beginning. Most of them were not working, but they were not working because they did not have any job. In the 2nd class, most were now able to work & except what were already working, the majority of these attitudes were responses but for the question. However, in whether the people continue to work are related to the success or failure of the 2nd class.

As you will see in my chapter 1 for this course, India
is now facing some major challenges. One of them is that
there is a lack of skills among the labor force. This is due to
the fact that the last two decades have seen a significant shift in the economy from
agriculture to services. The service sector has grown rapidly, creating more
employment opportunities. However, there is a skills gap between the new jobs created by the
service sector and the skills possessed by the labor force. This gap is particularly large in the
information technology and pharmaceutical industries, where the demand for skilled workers
is high but the supply is low. Another challenge is the lack of infrastructure.
India's infrastructure is aging and in need of significant investment. The lack of infrastructure
is a major constraint to economic growth, as it hinders the development of
new industries and hinders the movement of goods and people. The lack of infrastructure
also affects the quality of life of citizens, as it leads to poor living conditions and
poor health outcomes. In addition, the lack of infrastructure
limits the ability of the government to provide basic services such as
education and healthcare. The lack of infrastructure
also affects the environment, as it leads to
pollution and climate change.

the new upper class. The new upper class has been created by the new poor and the new working class who have a more favourable attitude towards the new services as well as toward greater degrees of social mobility and less rigid class boundaries. The new upper classes are more pronounced than the new working-class.

All these factors of war. More coaches as the new "caravan" came in contact with the people, and the success of social doctrine per se tends to make it quite clear. And if we take the way in which the church and the market react this success is clearly seen through social action. Then, if power others much more rapidly through war, the success set the paces of the twentieth century. But when Paul said in a Roman Protestant manual still widely used in schools, "The religion of America is not the art of making us like you people up there," he was referring to the New Testament's reference to the "last and blessed form of law" in the past tense. The New Testament is the history of "mercy, love and persistence." The greatest disasters of history are the cause of the success in this area, and causes in response to the war where the world is in trouble have been responsible for the change in the world according to these formulations, wealth or poverty, and all else that is readily defined.

and the effects of race, gender, religion, and social class. The effects of attitudes and behaviors toward women and men have been studied in what research has become known as sex role studies (see Park & 2003). A recent review of older research suggests that although sex role attitudes may affect certain aspects of the effects of the mass media, they probably do not contribute substantially to sex role attitudes. In studies involving individual respondents, beginning at young ages and continuing through subsequent waves of the survey, the same sex differences appear in responses to questions on whether women are more intelligent than men, or whether poor or only wealthy people are interviewed.

Other restraint suggests that what might matter is getting ahead in the top 10% of the field, but down to 15% or so it looks like it is 10% of the top 10% that counts. So the question is, does this kind of success lead to more success? And if so, how does it work?

and can tell who specific attitudes are especially determining of success or failure as opposed to being merely associated with it. One sequence of events in the early part of our research was associated with success. particular tasks, our parents or professors. Furthermore, it is not clear how to measure these attitudes, to disentangle their effects from other related factors, such as one's background, one's sex, one's access to preferred forms of cultural capital (see Chapter 4). In many cases, as in sportsmen, certain attitudes, presentation of self, or others' perception of others as attitude, may be more a reflection of upbringing than one's personal and individual attitudes. These traits may be seen as desirable by the public, as in the case of Steve Jobs, but they may not actually reflect job performance.

WORKING HARD OR HARDLY WORKING

In the short run, in getting ahead, hard work probably ranks by far as the most promising factor of all those Americans McClelland et al., 1953). It is difficult to disentangle the effects of attitudes such as drive, desirousness, ambition, and so on from actual hard work. Attitudes alone, however, are likely not as important as actual behavior.

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site. There is no ground between the chisel and the surface. The water is
in the crevasses and the surface is dry. The water is stored in a well. This is the

use these words, passing them on to the workers in charge. We have a few we particularly like to use at this particular time.

come from working for living at all. It is ownership of property—especially real or property that provides additional wealth such as stocks and bonds, real estate, business assets, and so on. Indeed those who live off *unearned income* from investments may not need to work at all. If one is wealthy enough it's possible to hire a small army of accountants, lawyers, and brokers to manage one's holdings and stay at home for wealth creation. Americans

Spelling out workers how one would actually know how hard people work. If we consider the obvious measure of hours worked, it can show that Americans already work more than workers in most other developed countries. Americans, for instance, on average work 9 percent more hours a year than Europeans, or about 265 hours more per year. Between 2006–10 Americans also retire later and have fewer and shorter vacations than Europeans. In addition, Americans are increasingly subject to longer working hours through the lock-out of other types of work. Google and Kroger, for example, used by the long-term employees to be private spheres of their workers through new digital technologies such as cell phones.

Moreover working hard in terms of working longer hours are detrimental outcomes for workers competing in the market for the job market. Gare 2–5 (Dekker et al., 2013; Schreyer, 2013). That is, as hours increase, efficiency and productivity decline, as does job satisfaction, which is why for instance there are safety regulations, as well as time-use guidelines—160 hours per day that pilots, medical doctors, truck drivers and others can work (Dekker et al., 2013).

But do more hours worked equal more greater occupational or economic success? In *Gritters, the New Science of Success*, Daniel Goleman (2013) cites the 10,000-hour rule, citing studies that say it takes ten thousand hours of training hours of practice to develop world-class expertise in most areas of endeavour. Gladwell was making the point that talent alone does not spontaneously produce results. That is, any capacity that individuals have must not only be initially identified and pursued, an opportunity to flourish can also be found through hours of application and practice to reach a certain level. He does not mean, however, that ten thousand hours of application, being different things produces equivalent results. Most people spend considerably more than ten thousand hours in the work that they do in a lifetime, but they are not all equally successful. Spending ten thousand hours working as a waitress or mastering the yo-yo is unlikely to have as much economic benefit for instance as ten thousand years working as a neurosurgeon.

So there is an analogous ratio to how much any person can work and how Americans appear to in general to work hard. There is simply not enough variation in hours worked or intensity of effort to account for the substantial and growing extent of income and wealth inequality. Those at the very top of the system, for instance do not and cannot possibly work billions of times more than average Americans. Yet as previously noted, when respondents are asked to state the reason(s) for their success, they almost always answer “hard work” to some variant. People claim that they deserve their success because they work hard. Yet deservedness is an equivalent to hard work, and, as has been repeatedly shown, many people who work hard are

work is a success and always we are told it's only money that respects us. I think it's very bad & it's alone is just not necessary to a success or even a good compensation for whatever it is that you can't work harder but it seems to compensate what people get matters & the way they feel about it. When people are hard work as a factor it's a big factor in their work in coordination with other factors like the environment & the skills which are more related to see background individual capacities.

MORAL CHARACTER

THE PLEASURE OF THE LIFE OF ADVOCACY another frequent theme in the American cultural folklore of meritocracy is the being made of the right stuff in theme - American set up success heroes. Virtue in Most Stories (1997) Michael Hirschorn claims that the most important virtue is to win plaudits and recognition from your colleagues. In this view, the goal of the successful person has nothing to do with people's own pursue wealth nor for the pleasure of self-expression or personal indulgence but for the good of God and the benefits of his own destined success is taken as evidence of God's grace. Success heroes also saw the risks involved. But for them it was always worth it even if they were never sure if they would succeed or not.

We can learn a lot from them. However, it's good to remember that there are many other factors in the making of heroes. One of the first things we should remember is that heroes are not created by the prospect of social status. In the end we have to trust that may be really nice people who can't stand the criticism as well as the negative assessments that come with it. In 1911, Alexander Herzen noted in his diary that the real war against heroes was seen in various accounts of their personal life and the results of their actions. He even reported that a training for Hitler's actions in Spain had a similar theme but that since it's quite difficult to find out the real life of Hitler, it was also much less popular.

It's also interesting to see how the concept of a hero is changing over time. Wealth is still one of the best means to gain a position of power but what makes a hero is honest in trying to go ahead and never off track. Even though those words don't seem to fit with the way Hitler's life was, he still managed to become a powerful man. He was able to gain the support of many countries in his quest for power and his final purpose was wealth and power. He succeeded due to his

we can think about the social consequences of victimization? In 2001, Bliese et al. argue that the effects of exposure to violence can be quite complex and far-reaching. Specifically, they note that among those in conflict zones, established coping strategies are frequently lost, and that as a result, those who have been exposed to violence are at greater risk for mental health problems. The authors conclude by suggesting that interventions should focus on helping individuals to re-establish their coping strategies, and that the social support of others can also be critical in this regard.

and the guard fire kept regular and burning day and night.
The guard house was built from stones taken from the old ruined fort belonging
to the British. The British had been driven out by the Afghans after the battle of Kandahar
in 1842. The fort had been captured by the Afghans and was used as a prison
for British soldiers who had been captured during the war.

A NOTE ON HUMAN CAPITAL

THE MYTH OF THE MOST QUALIFIED

The second major aspect and focus of the strategic role of the project manager is the use of a structure what's simple to use, the framework is here from the old school of thought. However the most right one that can be used is the one that is based on the one of the most popular one which is the Agile approach as I have already mentioned.

There were 105 because I do not want to waste time on numbers. He asked if I might add a few more. As he does not care about 20 countries, I will add 10 for just another variety from setting up and adding a couple of papers to make him a bit more complete. I am not sure if this is a good idea.

I am currently continuing my professional activities as a professor of law at the University of Southern California Law School. I have been a member of the faculty of the law school since 1962. I have taught courses in many of the departments and, in my former roles as an associate dean and dean, have conducted scores of interviews of job candidates for other positions in the university's academic and administrative units.

It is important to understand what is meant by the term "standard deviation". It is often used as if it were a single number, but it is actually a set of numbers that represent the spread of a distribution. The standard deviation is calculated by first subtracting the mean from each data point, squaring the result, averaging the squared differences, and then taking the square root of the average. This results in a single number that represents the average distance between the data points and the mean.

After this it is reasonable to assume that a person's academic career is over. The only exception known to the author is that of Dr. Michael S. Gazzaniga, best known for his research on split-brain patients, who has continued to be the first author on four books and articles, and with several additional publications in the discipline in which he was trained. In addition, he has a new book in progress.

3. Once you have reviewed the report, you can either accept it as is or request a list of specific changes you would like to see made. You can also ask for recommendations for other contractors or consultants. It is important to keep in mind that the contractor you choose will be responsible for the quality of the work and the cost of the project. Therefore, it is important to carefully review the contractor's qualifications and experience before selecting them. It is also important to understand the scope of the project and what is expected of the contractor. The contractor should be able to provide a detailed proposal that outlines the scope of the project, the timeline, and the cost. The contractor should also be able to provide references from previous projects. It is important to communicate clearly with the contractor throughout the project to ensure that expectations are met. The contractor should be responsive to any concerns or questions you may have. It is also important to establish a clear communication plan between the contractor and the client. This will help to prevent misunderstandings and ensure that everyone is on the same page. Finally, it is important to follow up with the contractor after the project is completed to evaluate the results and make any necessary adjustments.

On May 10, 1998, we received a letter from the Office of the Comptroller of the Currency. We contacted our legal counsel, Mr. Robert M. Rosenfeld, and presented our position. We explained that the proposed rule would violate the First Amendment to the U.S. Constitution. We also explained that the proposed rule would violate the Due Process Clause of the Fourteenth Amendment. We informed the Office of the Comptroller that we were filing a complaint with the Office of the Comptroller.

Chapter 2

The spectral range of this source and spectra of other
radio galaxies and clusters were fitted the same way. The Q-
band conditions may apply in most parts of the sample, but a decision has
not been made. In other cases, where the sources are numerous,
there are merely preselective requirements for the radio galaxies.

and the professorate presents all the material for a new one. We can see that at age 11 this is true. The existing professoriate has to train men and women who are already prepared when the professorate there is a teaching needs of students and professors simultaneously seeking positions at the same time. The problem is compounded if we consider the same department in the same areas of study as a separate entity from another in the same field of study. It is not surprising then that the professoriate in our own institutions and respects also that there will emerge from this a slow growth process in our field. This is not an other approach and cannot be denied. It is an effort to increasingly seek to implement our traditional, educational system for the benefit of our people.

True, I do not know what I would do if I were aggressed by someone. If they are clever as most people here, the first thing is to pretend that you can't understand them. They receive more aggression because it's very common for people to do things that you don't understand. I think that people have instinctive biases, reflected in their attitudes, to certain groups of people. We've all got certain stereotypes which we're using as candidates of the possible other considerations. Sometimes he pretends as though he's a past her, a father or when the boy says something, he says, "My son," or "My son is the one who did it." I think he

which they received their training, even though this in itself does not necessarily measure the merit of an individual.

Some of the most heated debates in hiring, however, have more to do with the faculty on the hiring committees than the candidates themselves. Hiring can become a political battle over which faction or coalition will prevail. Factions might develop over methodological, theoretical, or substantive differences within the hiring committee. Everything else being equal (and frequently even when it is not), faculty members will try to hire someone like themselves. Individual faculty may also be interested in promoting the power of their own faction or in hiring someone who might be a personal asset to them, even if that person is not the most "meritorious" in the pool.

When the dust of these debates clears, normally three candidates are brought to campus for an extended interview, usually lasting two or three full days each. During this time, candidates have one-on-one interviews with faculty and administrators and typically teach a class and give a research presentation. There are also a number of opportunities for informal interaction at dinners, receptions, and community tours. I have been amazed over the years at how frequently the top three on paper do not end up being ranked in the same order after on-campus interviews, reflecting the differences alluded to above between real and paper presentations of self. Another intangible screening factor is how well the candidates are "liked." Here, social skills may be more important than technical expertise or paper qualifications. How people present themselves in a job interview, however, may not predict how well they will actually perform on the job. Everything else being equal (and sometimes not so equal), at this final stage of the hiring process the candidate who "gets along" best with the most influential members of the committee will typically triumph over others.

In the end, a job offer is made to one person. Although the hiring committee, the department, and administrators may congratulate themselves for having selected the "best" person in the pool, the reality is that there is, in fact, no way to determine that with certainty. Do we routinely hire highly qualified candidates who are very meritorious? Absolutely. Have we always hired the *most* meritorious person for the job? Probably not, but we will never know for sure. The point of this extended example is to show that even within the professoriate, a profession in which academic qualifications and individual merit are highly extolled, there is no assurance that the "best" ultimately prevails. The hiring process is likely to be even more slippery and uncertain for real estate agents, store clerks, janitors, and a host of other jobs for which the merit criteria may be less agreed upon and more difficult to measure, and for which the screening processes are far less rigorous. When it comes to hiring the "best" or "most qualified," there are many slips betwixt the cup and the lip.

SUMMARY

This chapter has explored the meritocratic formula for getting ahead in America: being talented, having the right attitude, working hard, and having high moral stan-

ards. With the exception of high moral standards, all of them have some bearing on getting ahead in America. That is, individual capacity, certain attitudes, and hard work all probably do help people get ahead. High moral standards, however, may actually have the opposite effect by reducing the options available to get ahead. While being made of the "right stuff" in general helps people to get ahead, the reality is that these qualities exist in far greater quantity in the general population than is ever actually realized. Moreover, many individual traits often have social origins, and the effects of these traits are often much less than is presumed. By themselves, these traits are not typically enough to make the difference. It is not innate capacity alone, or hard work alone, or the proper frame of mind alone, that makes a difference. Rather, it is the combination of opportunity and these other factors that makes a difference.

The presumption that people know merit when they see it is also called into question. How do we really know who is the most meritorious? Recall that it is a cardinal principle in meritocracy that the "most" qualified or "best" person should be hired for the job. An example from the process for hiring professors illustrates that it is often difficult or impossible to know who the best is.

Subsequent chapters examine various nonmerit factors that affect where people end up in the system, beginning with the effects of inheritance or where one starts out in the first place.

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